



## **SALARY & BENEFITS**

**SALARY for POLICE OFFICER: \$6,695 - \$8,138 monthly**

### **BENEFITS: All Police Officers**

- Uniforms, uniform cleaning and safety equipment are provided by the City
- Work a schedule of 4 days – 10 hour per day weekly, OR 3 days – 12 ½ hour per day weekly. 5% Differential for swing shift and night shift
- Educational Incentive – 2.5% for P.O.S.T. Intermediate Certificate. Additional 2.5% for P.O.S.T. Advanced Certificate.
- 5% pay for a variety of specialty assignments, including Field Training Officers, Detectives, Traffic Unity Officers, Canine Handlers, and officers assigned to C-CAT, PAL, and DARE.
- 2.5% - 5% pay for bilingual (Spanish) skills.
- Fourteen paid holidays per year
- Two to five weeks vacation, depending on the years of service
- P.E.R.S. Health Plan, Dental, and Vision Insurance for employee and dependents
- Retirement Policy – 3% at age 50 formula

### **ADDITIONAL BENEFITS: Lateral Police Officers**

- Shortened Probationary Period
- Vacation accrual based on years of full-time sworn law enforcement experience
- Lateral hires can transfer previous agency sick leave balance; up to 200 hours
- Shortened FTO program based on performance.

## **APPLICATION & SELECTION PROCESS**

### **Application**

1. Entry-level candidates must complete the South Bay Regional Training Center (SBRPSTC) Entrance/Assessment Process, which includes a written test and a physical agility examination. A certificate of completion must be included with your application. Lateral and Academy Graduate candidates must include a copy of their POST certificate.

2. Applications and supplemental questionnaires may be completed online at **[www.calopps.org](http://www.calopps.org)**, Member City: Redwood City. Paper applications may be obtained from the Department of Human Resources located at City Hall, 1017 Middlefield Road in Redwood City, OR by downloading from our web site: **[www.redwoodcity.org](http://www.redwoodcity.org)**. You may also call our Job Hotline at (650) 780-7292 to request an application to be sent to you.

### **Oral Board Interview**

The Oral Board interview process is held for the purpose of evaluating training, experience, and other job-related qualifications. Applicants successful in all phases of the recruitment process will be placed on the eligibility list. Applicants selected from this list will continue in the process as follows:

- An interview with the Chief of Police
- Completion of extensive personal history forms to assist in the background check
- Polygraph exam
- Fingerprints and photographs
- Psychological testing
- Medical exam provided by the City at no cost to the applicant after a conditional offer has been made

### **Appointment**

Final appointment will be made by the Chief of Police from a list of candidates certified by the Director of Human Resources.

The **Immigration Act of 1986** requires proof of identity and eligibility for employment prior to actual hire.

Candidates with a disability who may require special assistance in any phase of the application or selection process should advise the Department of Human Resources upon submittal of application.

**Questions? Contact Human Resources at (650) 780-7281**